

## ELAWS NEWS BRIEFS

### **Help from DOL: Web Tool Helps Employers Understand Disability Laws**

A new U.S. Department of Labor (DOL) Web tool helps America's employers ensure their employment policies and practices don't discriminate against qualified individuals with disabilities. DOL's [Disability Nondiscrimination Law Advisor](#) helps employers quickly determine which federal disability nondiscrimination laws apply to their business or organization and their responsibilities under them. It asks users to answer a few relevant questions, such as nature of organization, size of staff and whether the business or organization receives federal financial assistance. Based on responses provided, the Advisor then generates a customized list of federal disability nondiscrimination laws that likely apply, along with easy-to-understand information about employers' responsibilities under each of them. This resource is one of a number of online **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by DOL. For a complete list, visit [www.dol.gov/elaws](http://www.dol.gov/elaws).

### **Help from DOL: Web Tool Helps Labor Organizations Conduct Fair Elections**

A new U.S. Department of Labor (DOL) Web tool helps labor organizations understand the rules governing union elections. DOL's Union Elections Advisor describes the rights of union members and candidates in union officer elections, and the responsibilities of union officers and others involved in conducting elections, as prescribed by the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). The Advisor was created to help election officials plan and conduct local union officer elections. Specific provisions in the Act ensure that union members can participate without fear of interference or reprisal, and to protect their right to nominate candidates, run for office, and vote in officer elections. This resource is one of a number of online **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by DOL. For a complete list, visit [www.dol.gov/elaws](http://www.dol.gov/elaws).

### **Help from DOL: Web Tool Helps Veterans Access Available Resources**

A U.S. Department of Labor (DOL) Web tool helps Veterans, Service Members and their families quickly and easily navigate Web-based information on a variety of topics, including education, job training and employment opportunities. The online e-VETS Advisor offers access to more than 11,000 services and resources at the national, state and local levels. In addition to help with education, job training and employment, it provides information on benefits and compensation; family and caregiver support; health; housing; and transportation and travel. The system integrates with the National Resource Directory (NRD), which is managed collaboratively by the Departments of Defense, Labor and Veterans Affairs and maintained on a daily basis. This resource is one of a number of online **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by DOL. For a complete list of Advisors, visit [www.dol.gov/elaws](http://www.dol.gov/elaws).

### **Help from DOL: Web Tool Ensures Compliance with H-1B Visa Program**

A new U.S. Department of Labor (DOL) online tool helps employers and others understand how to comply with requirements under the H-1B visa program, which allows for the temporary employment of foreign workers in the U.S. in certain specialty occupations. The interactive, online H-1B Advisor helps users determine, by answering questions relevant to specific H-1B classified workers, if they fulfill the requirements of the visa program. The Advisor also outlines notification requirements, monetary issues, worksite issues, recordkeeping, worker protections and enforcement, as well as provides information about additional requirements for employers deemed to be H-1B dependent or willful violators. This resource is one of a number of **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by DOL. For a complete list, visit [www.dol.gov/elaws](http://www.dol.gov/elaws).

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